

EXECUTIVE COUNCIL MINUTES
Meeting Held April 19, 2023

PRESENT: Erick Aragon, Raymond Brennan, Mary Donahue, Amy Edwards, John Fox, Jordana Griffiths, Salvador Guerrero, Julie Jenkins, Rachel Mudge, Jim Nguyen, Kim Palmore.

ABSENT: Lydia Botsford, Laura Gamez, Felisa Vilaubi.

GUESTS: Nicole Gray, Kathy Perino.

M/S Agenda approved as written. Vote unanimous.

M/S Minutes approved as written. 6 – in favor, 0 – opposed, 2 – abstentions.

M/S Financial statements approved as written. Vote unanimous.

FACCC BOARD OF GOVERNORS APPOINTMENT

Acting President John Fox reported that, as a contract member of the Faculty Association of California Community Colleges (FACCC), FA had a designated seat on their Board of Governors. Fox has been serving in this capacity; however, his two-year term will be ending at the end of this academic year. Fox stated that, while he would be willing to continue for a second term, he was also prepared to step aside if anyone else was interested.

M/S to appoint John Fox to the FACCC Board of Governors for a second term. Vote unanimous.

FH GOVERNANCE UPDATE

Foothill will be reducing the number of sections offered next year because of cuts to the 1320 fund, which covers part-time and overload assignments. The biggest cuts will be in the Summer Session, with offerings in 2023 being only 80 percent of those in 2022, reducing the Full-time Equivalent Faculty (FTEF) from 33.8 to 27 and saving about \$480,000. Foothill has been supplementing the 1320 funds by about \$2.2 million but plans to reduce this to \$1 million next year.

New Foothill President Kristina Whalen assumed her position in March and Fox stated that, while he had met with her only briefly, she appeared to be in support of student housing.

DA GOVERNANCE UPDATE

Mary Donahue reported that, while part-time faculty could serve as division representatives on the Academic Senate, they were not paid for their work unless the division was willing to cover the costs. Donahue requested that FA look into negotiating for the colleges to have to fund part-time positions, not only on the Academic Senate, but in hiring committees and doing curriculum updates. Perino noted that part-time faculty did have to be compensated for any additional duties if they were requested to do so by the administration.

Erick Aragon stated that the Resource Allocation and Program Planning (RAPP) committee had been engaged in budget discussions around distribution of the \$1.8 million in funds available from Supplemental Retirement Program (SRP) positions and retirements. RAPP is still figuring out the process for prioritizing hiring and allocating B-budget funds. Because of this there will be no faculty hiring this year, in spite of 16 retirements and 3 SRP positions. Hiring of all 19 positions will be delayed until next year after a process and prioritizations have been established.

Executive Secretary James Nguyen reported that, at the end of the Winter quarter, the De Anza College Council had created a smaller task force to review the Measure G projects that would include faculty from the affected areas as well as students. A half-hour item is on the agenda of the April 20 meeting to learn what has developed out of this task force.

DISTRICT BUDGET UPDATE

At the March 21 District Budget meeting it was reported that, while non-resident enrollment was down, revenue had actually increased by between \$2 to \$2.5 million because of the adjusted per-unit cost. The extra funds generated would increase the stability fund and be reflected in the ending balance.

Resident enrollment for the year is projected to be down by between 250 and 300 Full-time Equivalent Students (FTES), which will further impact both the 1320 budget for part-time faculty and overloads and the Hold Harmless funding.

Anticipation of the May Revise of the state budget has generated wide-ranging speculation regarding its effects on the community colleges. If the state COLA of 8.0 percent does remain in the revised budget it will have to involve some creative financing, for example reallocating the \$200 million previously earmarked for capturing lost enrollment. Because there is so much uncertainty, Chief Negotiator Kathy Perino stated that no negotiations have yet taken place on salary improvements for next year.

A lengthy presentation was given on the Student-Centered Funding Formula (SCFF) changes that are coming in 2025-26 when any state COLA will no longer be given to districts that are still in Hold Harmless. This led to discussion of what should be done with any COLAs that are given in 2023-24 or 2024-25 and the implications if enrollment remains flat or continues to decline.

A new district Enrollment Management Committee is meeting monthly, chaired by Senior Advisor to the Chancellor for Reimagining FHDA Anu Khanna. Members include the Vice Presidents and Associate Vice Presidents of Instruction and representatives from FA and the Academic Senates. The committee is planning how to increase FTES and set 1320 funding levels. Perino noted that the previous two meetings seemed to indicate a move away from productivity as the primary driver for planning.

Distribution of a state Covid block grant designed to help districts recover from the effects of Covid has been tied to districts providing benefits to part-time faculty. Our district believes that they have done everything required, including surveying our part-time faculty, in order to get \$16.1 million of these one-time funds. The money must be used for recovery from the

effects of Covid, which can include Professional Development opportunities for faculty related to the issue. Perino advised the Executive Council to start thinking of ideas for how to do this.

Perino shared some calculations she had made for how large the classes would need to be in order to break even on the cost of adding additional sections in high demand areas when the waiting lists are full. Perino stressed that this did not mean the District could run all sections at this level of enrollment as the majority still needed to be much larger to cover district costs beyond those of the instructor. Perino outlined the cost assumptions on which she had based these calculations. For a standard lecture class, you would need 19 students in an additional section in order to break even. For higher load classes, 21.3 students would be needed. For Category 2 lab classes, 14 students would be required and 13.7 for Category 3 labs. Combination lecture/lab classes would require slightly less than 20. Perino reported that she had shared this information with all members of the Enrollment Management Committee and offered to discuss the calculations at an upcoming meeting.

NEGOTIATIONS/CONTRACT REVIEW UPDATE

Agreement was reached today on the 2023-24 Scheduling Memorandum of Understanding (MOU). The final document was largely unchanged from what had been shared at the last council meeting.

A joint meeting with the Academic Senates on April 17 regarding the Appendix J1 Administrative Evaluations was overwhelmingly in favor of eliminating the Exceeds Expectations (EX) column and instead including a prompt in each comments section to remind evaluators that they should note any areas of exceptional performance there. With these changes, the negotiating team has tentatively agreed to the new Appendix J1s. A committee will be formed this quarter that will include the program development officers, tenure review coordinators and some administrators to create training for use of the new evaluations. This training will be required for all administrators and faculty members who will be conducting evaluations.

At Foothill there is an issue with honors classes and Perino announced that she was going to be meeting with faculty in the affected departments to discuss ideas that they had come up with for improving the Stacked Classes MOU.

The negotiating team is getting closer to reaching agreement on the Department Chair duties including codifying job duties, reassigned time, and the process for filling the position. Perino stated that she hoped to have a document ready to share at the next council meeting.

PRESIDENT'S REPORT

Fox welcomed Jordana Griffiths to the Executive Council. Currently there are openings for two full-time faculty from De Anza, one full-time faculty from Foothill and one part-time representative from either campus. Fox urged the council members to talk with their colleagues about this.

The Board of Trustees has censured Trustee Gilbert Wong for conveying information regarding the Chancellor search and making racially insensitive comments to De Anza President Lloyd

Holmes. The names of the finalists for Chancellor will be released on May 1 and Fox urged the council to attend the candidate forums.

Fox has begun work on forming a consortium of five south bay districts, a project begun by President Tim Shively at the FA retreat. Fox has reached out to West Valley-Mission, San Jose-Evergreen, Gavilan and Cabrillo and, while all have expressed interest, busy schedules have made for slow progress so far.

FACCC is trying to increase their membership and is thinking of having contract districts, like Foothill-De Anza, sponsor a non-contract district for a year. Neither district would have to pay membership fees for the sponsored district in that year.

The California Community College Independents (CCCI) Spring Conference is taking place this weekend and will include a memorial for Richard Hansen on Friday, April 21. CCCI leadership is changing as former President Jeff Michels recently took a job as Vice Chancellor of Human Resources. K. Frindell Teuscher from Santa Rosa College has stepped in temporarily as president.

Plans have begun on an end of year social event for the general membership, but no decisions have yet been made on where or when. After brief discussion it was decided that late May would probably work better than June.

PART-TIME REPORT

Associate Secretary for Part-time Faculty Interests Raymond Brennan reported that he had been talking to representatives from California Federation of Teachers (CFT) and California Teachers Association (CTA) districts to see what might changes to part-time faculty working conditions might be affected through legislation.

Brennan stated that, in the Spring quarter, he usually offered an afternoon with workshops on Unemployment and Know Your Contract. Brennan added that he was planning on including a session on What Your Union Has Done For You Lately if timing fit with the ratification of the new *Agreement*. Prior to the pandemic this was held in De Anza's Fireside room and attendance would be around 30 faculty. During the pandemic, the event was moved to Zoom and more than 100 faculty participated, so Brennan stated his intention to keep this virtual. The date will be selected to coincide with ratification, if possible.

EQUITY TASK FORCE UPDATE

Nguyen reported that Laura Gamez had sent out invitations to the next Equity Task Force meeting on April 26, where they planned to talk about how to tailor Alex Locust's May 17 equity training talk to FA issues. Nguyen invited anyone who was interested in this to attend the meeting.

PAC UPDATE

The FACCC Advocacy & Policy (A&P) Conference was held in Sacramento on March 19 and 20. Nguyen stated that a handful of faculty and around 30 students, equally divided from Foothill and De Anza, had attended. The conference included sessions on the budget and

legislation and had about 12 visits with legislators or their staff. Nguyen stated that students had done a great job discussing topics like COLA, defunding Calbright, the SCFF, Hold Harmless and the CalSTRS Fossil Fuel divestment legislation.

The PAC is also continuing advocacy work on housing and the De Anza arts complex, as well as working on recruiting and mobilizing volunteers. They are participating in organizing the south bay coalition mentioned by Fox and searching for a good Board of Trustees candidate from the Palo Alto region.

FOR THE GOOD OF THE ORDER

Griffiths stated that a question had been raised in her department about whether updating program maps for Guided Pathways was an activity that fell under professional contributions or was extra work that should be compensated. The consensus was that it was appropriate to do as part of a department meeting since the activity required discipline expertise.

Griffiths further inquired if there was any compensation available for extra work created by the recent power outages. Perino responded that nothing had been negotiated.